No. L.S. 3061—L.W. 22 51-10, dated Bangalore, 8th November 1951.

In exercise of the powers conferred by Section 49, 50 and Section 112 of the Factories Act, 1948 (Central Act LXIII of 1948), His Highness the Maharaja of Mysore is pleased to make the following rules, the same having been previously published in the *Mysore Gazette* dated the 10th May 1951, as required by Section 115 of the said Act.

WELFARE OFFICERS (RECRUITMENT AND CONDITIONS OF SERVICE) RULES, 1951.

1. *Short Title and Commencement.*—(1) These Rules may be called Welfare Officers (Recruitment and Conditions of Service) Rules, 1951.

(2) They shall come into force on such date as the Government may by notification in the *Mysore Gazette*, appoint in this behalf.

2. *Definitions.*—In these rules, unless the context otherwise requires—

(*a*) 'Act' means the Factories Act, 1948 (LXIII of 1948);

(*b*) the expressions, 'factory' and 'occupier' have the meanings respectively assigned to them in the Act.

3. *Number of Welfare Officers.*—Within six months oft he date specified in a notification issued under sub-rule (2) of rule 1 the occupier of every factory where five hundred or more workers are ordinarily employed, shall appoint at least one Welfare Officer; provided that, where the number of workers exceed two thousand one Welfare Officer shall be appointed for every two thousand workers or a fraction thereof.

4. *Qualifications.*—A person shall not be eligible for appointment as a Welfare Officer, unless he—

(*a*) possesses a degree of a University recognised by the State Government in this behalf;

(*b*) has obtained a Degree or Diploma in Social Science from any institution recognised by the State Government in this behalf; and

(*c*) has adequate knowledge of the language spoken by the majority of the workers in the factory to which he is to be attached:

Provided that, in the case of a person who is acting as a Welfare Officer at the commencement of these rules,

the State Government may, subject to such conditions as it may specify, relax all or any of the aforesaid qualifications.

5. *Recruitment of Welfare Officers.*—(1) The post of a Welfare Officer shall be advertised in all the prominent newspapers of the State.

(2) The selection shall be made from among the candidates applying for the post by a Committee appointed by the occupier of the factory.

(3) the appointment when made shall be notified by the occupier to the State Government or such authority as the State Government may specify for the purpose giving full details of the qualification, etc., of the officer appointed and the canditions of his service.

6. *Conditions of service of Welfare Officers.*—(1) A Welfare Officer shall be given appropriate status corresponding to the status of a departmental head of the factory.

(2) The conditions of service of a Welfare Officer shall be the same as of other members of the staff of corresponding status in the factory; provided that, in the case of discharge or dismissal, the Welfare Officer shall have a right of appeal to the State Government within thirty days of the receipt of the discharge or dismissal; the State Government may, after an examination of the case, order the immediate reinstatement of such officer.

(3) In case the employer is not agreeable to reinstate any discharged or dismissed Welfare Officer, such officer shall be entitled to such immediate payment of compensation as the Government may determine, provided that the same shall not exceed one month's salary of the officer for every year's service, subject, in any case, to a maximum of six months' salary.

(4) The orders of Government regarding reinstatement of the said officer or, in the alternative, the amount of compensation, shall be final and binding upon the occupier.

7. *Duties of Welfare Officers.*—The duties of a Welfare Officer shall be—

(i) to promote harmonious relations between the factory management and workers;

(ii) to bring to the notice of the factory management the grievances of workers, individual as well as collective, with a view to securing their expeditious redress and to act as a negotiating officer with trade unions;

(iii) to study and understand the point of view of labour in order to help the factory management to shape and formulate labour policies and to interpret these policies to the workers in a language they can understand;

(iv) to watch industrial relations with a view to using his influence in the event of a dispute arising between the factory management and workers and to help to bring about a settlement by conciliation and arbitration;

(v) to deal with wage and employment matters by joint consultations with the factory management and workers' representative bodies;

(vi) to exercise a restraining influence over workers going on illegal strikes and over managements declaring illegal lockouts, and to help in preventing anti-social activities;

(vii) to maintain a neutral attitude during legal strikes or lockouts and to help in bringing about a peaceful settlement;

(viii) to ensure fulfilment on the part of the factory management of obligations, statutory or otherwise, concerning the application of provisions of the Factories Act, 1948 and the rules made thereunder, and to establish liaison with the Factory Inspector and the Medical Services concerning medical examinations of employees, health records, supervision of hazardous jobs, sick visiting and convalescence, accident prevention and supervision of safety committees, systematic plant inspection, safety education, investigation of accidents, maternity benefits and workmen's compensation;

(ix) to promote relations between factory management and workers which will ensure productive efficiency as well as amelioration in the working conditions and to help workers to adjust and adapt themselves to their working environments;

(x) to encourage the formation of Works and Joint Production Committees, Co-operative Societies and Safety-First and Welfare Committees, and to supervise their work;

(xi) to secure provision of amenities, such as canteens, shelters for rest, creches, adequate latrine facilities drinking water, sickness and benevolent scheme payments, pension and superannuation funds, gratuity payments, granting of loans, and legal advice to workers;

(xii) to help the factory management in regulating the grant of leave with wages and explain to the workers

the provisions relating to leave with wages and other leave privileges and to guide the workers in the matter of submission of application for grant of leave for regulating authorised absence ;

(xiii) to secure welfare provisions, such as housing facilities, foodstuffs, social and recreational facilities, sanitation, advice on individual personal problems and education of children ;

(xiv) to advise the factory management on questions relating to training of new starters, apprentices, workers on transfer and promotion, instructors and supervisors, supervision and control of notice board and information bulletins to further education of workers and to encourage their attendance at Technical Institutes ;

(xv) to suggest measures which will serve to raise the standard of living of workers and in general promote their well-being.

8. *Powers of Exemption.*—The State Government may by notification in the official Gazette, exempt any factory or class or description of factories from the operation of all or any of the provisions of these rules subject to compliance such alternative arrangements as may be approved.

By Order of His Highness the Maharaja,

N. R. JAYA RAO,
Legal Remembrancer and
Secretary to Government,
Law Department.

No. R. 8309—L.S. 103-50-5, dated Bangalore, 7th November 1951.

In exercise of the powers conferred by Section 12 of the Mysore Alienated Villages (Protection of Tenants and Miscellaneous Provisions) Act, 1950 (XIX of 1950), His Highness the Maharaja of Mysore is pleased to make the following rules :—

1. (1) These rules may be called the Mysore Alienated Villages (Protection of Tenants and Miscellaneous Provisions) Rules, 1951.

(2) They shall come into force at once.